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TO: WIB Chairs
WIB Directors
Program Directors

FROM: Alan Degner
Commissioner

DATE: January 29, 2004

SUBJ: DWD Commissioner's Directive #2003-25
PY'02 System and WIA Incentive Awards

RE: Workforce Investment Act and Wagner-Peyser Act

Purpose:

To announce incentive awards for performance completed in PY'02 for system and WIA performance.

Rescissions:

N/A

Content:

On March 7, 2003, the Department of Workforce Development published Communication #2002-13, "PY'02 Local Performance Levels and Incentive Awards Policy." Attached are the awards for performance completed in PY'02 for system and WIA performance. Statewide, DWD is releasing \$620,000 for successful performance.

Funding is a combination of WIA 15% and Wagner-Peyser 7b funds. Of the \$620,000 being released for incentive awards, \$320,000 is being awarded for regional cooperation in meeting all three system goals (customer satisfaction, wage gains and skill gains). These awards must be used for enhancing WorkOnes. The use of these funds will be determined by the WIB or WIBs in that planning region.

The remaining \$300,000 is being awarded for exemplary performance by local areas on the mandatory WIA performance measures. To be considered for this portion of the award, the WIB must first meet all four WIA credential and diploma attainment rates (Adult Employment and Credential Rate, Dislocated Worker Employment and Credential Rate, Older Youth Credential Rate and Younger Youth Diploma Attainment Rate). In addition, the WIB must also meet at least 14 of the 17 WIA measures.

Before receiving any award for exemplary performance on the WIA performance measures, the WIB's data must be deemed to be valid. Preliminary on-site analysis of WIA data done by Evaluation staff during the summer and fall of 2003 raised questions about validity in five WIBs. These WIBs were notified in writing and asked to correct their deficiencies and prepare a formal response to the Evaluation Division by November 24, 2003. However, in one case, a WIB did not comply with the November 24, 2003 deadline. In conjunction with the Sanctions Policy (DWD Policy 2002-34, issue April 11, 2003), the incentive award for the WIA portion of the award for this WIB has been reduced by 10%. These funds have been redistributed to other WIBs that have qualified for a WIA based award. This sanction was taken for failure to meet the deadline, not for the deficiencies present in the visit. For the five WIBs who required a formal response, receipt of the portion of their award for their performance on the WIA measures will be contingent upon a successful validation of their PY'02 data. This validation will occur in January and February, 2004.

The WIA funds may be used for any allowable WIA activity chargeable to the program. These WIA funds may not be charged to or used for administrative purposes.

The funds will be treated as generic incentive awards, without regard to cost category. Grant instructions for accessing these funds will be issued in the near future.

Effective Date:

Upon receipt.

Ending Date:

June 30, 2005.

Ownership:

DWD Evaluation Division.

Action:

Local WIB and Program Directors are requested to share the guidance contained in this document with the appropriate staff.

Attachments

PY'02 Indiana System Measures Measurement Criteria

Measure	Timeframe	Data Source(s)
Citizen Satisfaction	Customers active in the CS3 system during the program year (July 1, 2002 – June 30, 2003).	Results from phone and mail surveys to a sample of active customers of the CS3 system.
Employer Satisfaction	Employers with job orders open at some time during the program year (July 1, 2002 – June 30, 2003).	Results from phone and mail surveys to a sample of employers with an open job order in the CS3 system.
Skill Increasers	Credentials attained in the program year (July 1, 2002 – June 30, 2003).	Credentials are credited from the following data sources: ADVANCE Indiana TAA/NAFTA PMIS Database CTA Database (Certificate of Technical Achievement)
Wage Gainers	Individuals active in the CS3 system between September 1, 2001 and June 30, 2002.	CS3 and UI wage records.

PY'02 INCENTIVE AWARDS

WSA	Met All Four WIA Credential/ Diploma Rates	Met 14 of 17 WIA Measures?	50% Allocation for Performance Measures	50% Allocation for System Measures		50% Allocation for Wagner Peyser 7b funds		Total Award
				Skill Increaseers	Wage Gainers	Skill Increaseers	Wage Gainers	
Northwest	YES	YES	\$107,112	\$22,110	\$23,875	\$1,456	\$1,592	\$156,145
CWI	YES	YES	\$41,010	\$20,180	\$17,904	\$1,329	\$1,194	\$81,617
Northern	NO	NO	\$0	\$14,072	\$13,902	\$927	\$927	\$29,828
Northeast	YES	YES	\$70,357	\$14,147	\$13,975	\$932	\$932	\$100,343
Tecumseh	YES	YES	\$22,450	\$4,711	\$4,654	\$310	\$310	\$32,435
North Central	NO	NO	\$0	\$0	\$0	\$0	\$0	\$0
Madison-Grant	NO	NO	\$0	\$0	\$0	\$0	\$0	\$0
East Central	NO	NO	\$0	\$0	\$0	\$0	\$0	\$0
Western	YES	YES	\$27,385	\$7,570	\$9,489	\$693	\$633	\$45,770
Circle Seven	NO	NO	\$0	\$18,018	\$11,170	\$1,186	\$745	\$31,119
Marion County	NO	NO	\$0	\$19,076	\$25,475	\$1,256	\$1,698	\$47,505
Southeastern	YES	YES	\$31,686	\$8,712	\$8,607	\$574	\$574	\$50,153
Shawnee Trace	NO	NO	\$0	\$7,159	\$5,810	\$398	\$386	\$13,753
South Central	NO	NO	\$0	\$0	\$0	\$0	\$0	\$0
Southwest	NO	NO	\$0	\$7,343	\$8,320	\$484	\$554	\$16,701
Southern Seven	NO	NO	\$0	\$6,902	\$6,819	\$455	\$455	\$14,631
			\$300,000	\$150,000	\$150,000	\$10,000	\$10,000	\$620,000

DWD Evaluation

PY'02 STATE DEVELOPED SYSTEM MEASURES

Final Performance

Report Date: December 17, 2003

Planning Region	Wage Gainers			Skill Increasers			Client Satisfaction			Employer Satisfaction		
	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?
Region 1	22,880	19,234	YES	1204	1064	YES	63.3	50	YES	72.6	50	YES
Region 2	16,995	12,735	YES	1504	459	YES	66.9	50	YES	70.1	50	YES
Region 3	21,064	13,782	YES	865	427	YES	64.8	50	YES	71.5	50	YES
Region 4	7,098	5,924	YES	254	126	YES	80.2	50	YES	73.5	50	YES
Region 5	8,660	9,960	NO	254	258	NO	68.6	50	YES	74.1	50	YES
Region 6	18,502	19,120	NO	937	499	YES	64.1	50	YES	81.3	50	YES
Region 7	7,086	6,243	YES	360	225	YES	68.9	50	YES	75.0	50	YES
Region 8	36,938	29,560	YES	1087	919	YES	67.7	50	YES	61.7	50	YES
Region 9	9,125	7,376	YES	285	227	YES	69.1	50	YES	73.1	50	YES
Region 10	14,396	10,601	YES	284	314	NO	70.5	50	YES	78.5	50	YES
Region 11	16,280	11,890	YES	613	294	YES	70.1	50	YES	75.0	50	YES
Region 12	8,285	7,575	YES	241	188	YES	60.3	50	YES	71.7	50	YES
Statewide	187,309	154,000	YES	7,888	5,000	YES	67.2	50	YES	73.2	50	YES

DWD Evaluation

PY'02 WIA ADULT MEASURES

Final Performance

Report Date: December 17, 2003

WSA	Entered Employment			Retention Rate			Employment & Credential			Earnings Change		
	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?
Northwest	84.3	81.2	YES	84.8	80.3	YES	73.1	57.4	YES	\$4,550	\$2,600	YES
CWI	82.9	81.1	YES	92.6	81.7	YES	69.7	50.0	YES	\$4,138	\$2,600	YES
Northern	68.8	77.0	NO	82.4	81.7	YES	56.5	36.3	YES	\$1,550	\$2,600	NO
Northeast	91.1	82.9	YES	86.6	81.7	YES	69.7	55.2	YES	\$2,817	\$2,600	YES
Tecumseh	85.4	79.2	YES	84.4	82.3	YES	73.5	50.0	YES	\$3,627	\$2,677	YES
North Central	65.9	77.7	NO	88.2	81.3	YES	44.4	46.1	NO	\$3,146	\$2,600	YES
Madison-Grant	65.3	78.4	NO	90.6	82.9	YES	52.3	50.0	YES	\$3,780	\$2,888	YES
East Central	90.8	81.4	YES	81.3	83.6	NO	73.0	50.3	YES	\$2,941	\$2,600	YES
Western	84.2	83.4	YES	75.6	83.8	NO	54.5	40.4	YES	\$5,188	\$3,114	YES
Circle Seven	84.8	79.8	YES	90.7	83.2	YES	72.2	50.0	YES	\$768	\$2,500	NO
Marion County	68.3	76.7	NO	82.0	79.4	YES	41.8	50.0	NO	\$1,755	\$2,831	NO
Southeastern	85.2	80.1	YES	90.8	82.9	YES	82.1	56.3	YES	\$2,358	\$2,496	NO
Shawnee Trace	81.2	80.2	YES	84.8	84.5	YES	68.7	50.0	YES	\$2,391	\$2,605	NO
South Central	79.7	78.1	YES	81.0	80.0	YES	61.5	54.2	YES	\$2,775	\$2,600	YES
Southwest	78.3	78.8	NO	88.6	82.6	YES	59.3	50.0	YES	\$1,631	\$1,949	NO
Southern Seven	71.0	80.8	NO	87.3	82.7	YES	56.5	59.0	NO	\$2,224	\$2,600	NO
Statewide	77.8	77.0	YES	85.7	80.0	YES	62.6	50.0	YES	\$2,566	\$2,600	NO

DWD Evaluation

PY'02 WIA DISLOCATED WORKERS MEASURES

Final Performance

Report Date: December 17, 2003

WSA	Entered Employment			Retention Rate			Employment & Credential			Earnings Replacement Rate		
	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?
Northwest	92.6	81.7	YES	93.1	86.0	YES	79.0	61.3	YES	117.7	91.6	YES
CWI	88.4	81.5	YES	93.8	90.3	YES	71.7	55.5	YES	110.3	90.5	YES
Northern	81.0	75.0	YES	91.5	90.5	YES	55.2	40.8	YES	83.7	88.0	NO
Northeast	94.0	83.5	YES	95.2	90.4	YES	66.7	50.0	YES	85.4	67.8	YES
Tecumseh	95.5	83.4	YES	95.2	90.0	YES	71.4	56.0	YES	93.2	89.2	YES
North Central	91.1	80.9	YES	94.1	86.0	YES	52.9	50.0	YES	101.8	90.0	YES
Madison-Grant	79.9	79.8	YES	91.5	88.9	YES	26.5	50.0	NO	67.1	88.0	NO
East Central	88.6	80.8	YES	87.9	90.1	NO	64.0	52.4	YES	91.9	88.0	YES
Western	92.7	78.5	YES	98.0	89.0	YES	66.7	45.2	YES	99.3	87.8	YES
Circle Seven	81.6	75.4	YES	93.2	89.5	YES	71.6	51.2	YES	81.0	88.0	NO
Marion County	81.1	80.2	YES	89.7	86.0	YES	55.1	38.3	YES	86.7	88.0	NO
Southeastern	100.0	79.5	YES	92.7	90.1	YES	84.6	59.0	YES	110.0	86.2	YES
Shawnee Trace	86.8	80.4	YES	95.7	90.6	YES	61.5	50.0	YES	101.0	88.4	YES
South Central	87.1	76.8	YES	96.3	91.0	YES	50.0	50.0	YES	99.1	94.4	YES
Southwest	87.4	82.9	YES	93.1	89.3	YES	35.7	50.0	NO	84.2	89.0	NO
Southern Seven	78.3	83.7	NO	83.3	87.8	NO	44.4	55.8	NO	89.3	100.0	NO
Statewide	86.3	75.0	YES	92.8	86.0	YES	59.0	50.0	YES	89.7	88.0	YES

DWD Evaluation

PY'02 WIA OLDER YOUTH MEASURES

Final Performance

Report Date: December 17, 2003

WSA	Entered Employment			Retention Rate			Credential Rate			Earnings Change		
	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?
Northwest	92.3	72.0	YES	100.0	77.4	YES	83.3	50.9	YES	\$3,979	\$3,469	YES
Kankakee Valley	100.0	69.8	YES	85.7	78.0	YES	85.7	36.3	YES	\$2,661	\$2,889	NO
Northern	58.2	61.2	NO	66.7	77.9	NO	1.7	47.5	NO	\$419	\$2,741	NO
Northeast	87.0	63.1	YES	83.3	84.5	NO	62.8	54.0	YES	\$3,041	\$3,150	NO
Tecumseh	87.5	69.0	YES	90.0	78.0	YES	75.0	55.0	YES	\$642	\$3,585	NO
North Central	52.9	69.0	NO	86.7	78.0	YES	17.4	55.0	NO	\$4,271	\$2,896	YES
Madison-Grant	69.2	69.0	YES	92.9	78.0	YES	40.0	55.0	NO	\$3,270	\$3,150	YES
East Central	64.9	79.4	NO	65.0	78.0	NO	41.7	52.5	NO	\$2,179	\$3,176	NO
Western	66.7	84.5	NO	88.2	78.0	YES	48.1	47.5	YES	\$3,449	\$3,150	YES
Circle Seven	58.8	84.5	NO	54.5	78.0	NO	9.5	55.0	NO	\$1,847	\$3,755	NO
Marion County	53.2	69.0	NO	67.3	81.4	NO	19.3	49.3	NO	\$1,816	\$2,690	NO
Southeastern	87.5	77.4	YES	100.0	80.7	YES	63.6	55.3	YES	\$4,201	\$3,778	YES
Shawnee Trace	69.2	75.0	NO	90.9	83.0	YES	23.3	45.9	NO	\$3,135	\$3,150	NO
South Central	58.8	69.0	NO	66.7	78.0	NO	15.0	52.5	NO	\$1,977	\$2,819	NO
Southwest	50.0	69.0	NO	80.0	79.0	YES	22.2	34.7	NO	\$1,788	\$2,524	NO
Southern Seven	0.0	67.9	NO	-	89.0	NO	-	55.0	NO	-	\$3,626	NO
Statewide	63.9	69.0	NO	77.6	78.0	NO	32.4	55.0	NO	\$2,374	\$3,150	NO

DWD Evaluation

PY'02 WIA YOUNGER YOUTH MEASURES

Final Performance

Report Date: December 17, 2003

WSA	Skill Attainment Rate			Diploma Attainment Rate			Retention Rate		
	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?
Northwest	94.5	71.2	YES	83.1	55.0	YES	41.0	55.0	NO
Kankakee Valley	88.3	71.9	YES	85.0	58.5	YES	77.3	68.0	YES
Northern	71.5	52.2	YES	22.0	55.0	NO	45.4	55.3	NO
Northeast	96.6	81.4	YES	89.1	63.2	YES	53.6	63.2	NO
Tecumseh	73.1	67.0	YES	57.1	54.8	YES	61.1	59.7	YES
North Central	56.6	67.0	NO	0.0	50.3	NO	66.7	55.0	YES
Madison-Grant	85.6	67.0	YES	55.6	37.0	YES	70.5	47.5	YES
East Central	88.5	67.0	YES	64.0	58.0	YES	50.5	60.9	NO
Western	92.0	67.5	YES	58.8	52.5	YES	59.0	60.9	NO
Circle Seven	91.1	77.7	YES	69.2	55.5	YES	60.9	55.0	YES
Marion Co.	87.9	67.0	YES	32.2	43.2	NO	51.2	54.9	NO
Southeastern	76.6	74.9	YES	62.5	55.0	YES	73.1	61.5	YES
Shawnee Trace	82.7	73.1	YES	58.1	51.3	YES	77.1	55.0	YES
South Central	86.7	83.5	YES	61.1	54.8	YES	55.6	65.0	NO
Southwest	72.7	41.1	YES	51.4	35.9	YES	50.0	55.0	NO
Southern Seven	68.1	72.0	NO	31.3	58.8	NO	61.1	55.0	YES
Statewide	85.0	67.0	YES	50.1	55.0	NO	54.2	55.0	NO

DWD Evaluation

PY'02 WIA CUSTOMER SATISFACTION RATES

Final Performance

Report Date: December 17, 2003

WSA	Participants			Employers		
	Actual	Goal	Met?	Actual	Goal	Met?
Northwest	70.4	68	YES	72.3	63	YES
KV	65.9	68	NO	69.4	63	YES
Northern	61.8	68	NO	69.5	63	YES
Northeast	82.4	68	YES	71.2	63	YES
Tecumseh	79.9	68	YES	71.9	63	YES
N. Central	66.3	68	NO	73.3	63	YES
Madison-Grant	78.1	68	YES	74.3	63	YES
E. Central	83.1	68	YES	77.5	63	YES
Western	77.7	68	YES	73.4	63	YES
Circle Seven	68.1	68	YES	69.3	63	YES
Marion Co.	69.2	68	YES	64.3	63	YES
Southeastern	66.1	68	NO	64.3	63	YES
Shawnee Trace	83.8	68	YES	76.8	63	YES
S. Central	74.3	68	YES	69.2	63	YES
Southwest	76.4	68	YES	71.6	63	YES
Southern Seven	71.2	68	YES	71.6	63	YES

ACSI Weighted Customer Satisfaction

	Participants			Employers		
Statewide	75.9	68	YES	70.8	63	YES

DWD Evaluation